Year 1 or Year 3 Class Teacher

Suitable for ECTs and experienced teachers

Smallthorne Academy, part of the City Learning Trust
Level: MPS/UPS
Hours: Full Time
Contract: Fixed term maternity cover

Year 3: January 2027 - December 2027
Year 1: April 2027 (after Easter) - January 2028
Applicants can apply for either or both positions

Closing date: 19th November 2026
Interview: w/c 23rd November 2026

United by our values, we place children and young people at the heart of all we do.

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Year 1 or 3 Classroom Teacher (Maternity Cover)

These are fantastic opportunities to join a supportive and ambitious school where children are at the heart of everything we do.

At Smallthorne Primary Academy, our ambition is simple: we want every child to Achieve, Belong and Thrive. We are proud of our warm and inclusive school community and we are looking for teachers who share our commitment to giving every child the very best possible education.

Welcome to Smalthorne:

An academy working together to Achieve, Belong and Thrive



About the role:

- We are looking for caring, enthusiastic teachers to join our team.

We are looking for people who:

- Are enthusiastic, positive and passionate about teaching and learning.
- Have high expectations and believe that every child can succeed.
- Create engaging, inclusive and purposeful learning experiences.
- Build strong and positive relationships with children, families and colleagues.
- Understand the importance of adapting teaching to meet a wide range of needs.
- Are reflective practitioners who are keen to learn and develop.
- Are committed to contributing to the wider life of the school.
- Bring energy, warmth and a sense of fun to the classroom.

We welcome applications from ECTs as well as more experienced teachers. For ECTs, we can provide a supportive environment in which to begin your teaching career, with guidance, mentoring and opportunities to develop alongside experienced colleagues.



What we offer:

- Wonderful children who are enthusiastic and eager to learn.
- A welcoming, supportive and committed staff team.
- A strong culture of teamwork and collaboration.
- Supportive leadership with a clear focus on high-quality teaching and professional development.
- Opportunities to work alongside colleagues across City Learning Trust.
- A school where professional judgement is valued and staff wellbeing and workload matter.
- A genuine opportunity to make a difference to the children and families within our community.

We are particularly interested in finding people who will embrace the values and ethos of Smallthorne Primary Academy and become an active part of Team Smallthorne.

Come and see us:

- Visits to the school are warmly encouraged. We believe the best way to understand what makes Smallthorne special is to come and meet our children and staff and see our school in action.
- Applicants should make clear whether they wish to be considered for the Year 3 position, the Year 1 position, or both.

Safeguarding:

Smallthorne Primary Academy and the City Learning Trust are committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to safer recruitment checks, including an enhanced DBS check. All staff are expected to act in line with statutory safeguarding guidance at all times.

Dear Colleague

Re: Year 1 or Year 3 Classroom Teacher (Maternity Cover)

Thank you for your interest in Smallthorne

City Learning Trust is a partnership of academies working together for the children and young people in our care.

We are proud of our individual academies and the communities they are part of, and we believe strongly in what we can achieve by working together.

At the heart of our Trust are three simple beliefs: we should always be enough, we are better together and excellence is more important than excess. They influence the decisions we make, how we work with each other and the standards we set for ourselves.

Whatever your role, we expect you to take responsibility for your work, use your professional judgement and recognise the part you play in the wider Trust. We value people who share their expertise, learn from others, ask questions and are prepared to speak up when they believe something could be better.

Our World Class Education Framework provides a shared understanding of what we are working towards across every part of the Trust. It gives us consistency and direction while recognising the importance of professional expertise and the different contexts of our academies.

We believe that everyone has something to teach and something to learn. You will be encouraged to develop your own practice, share what you know and learn from the people around you. We want you to do your job well and will give you the support and opportunities to help you do that.

As Chief Executive Officer, I am proud to lead City Learning Trust and particularly proud of the people who work within it. If what you read in this pack feels right for you, I hope you will consider becoming one of them

Please contact Marie Faichney, HR Director at mfaichney@citylearningtrust.org with your CV and covering letter stating why you would be a perfect fit for City Learning Trust. The letter in support of your application should be no more than 2 sides of A4. You may, if you wish, submit a CV with your application but not instead of it.

Dr Carl Ward

Chief Executive Officer



Smallthorne Primary Academy is a very happy place to be" - OfSTED November 2023.

At I couldn't ask for a better way to introduce you to our wonderful school, where our children are "articulate, courteous and curious", and I am extremely proud to be theirPrincipal. I wish you a very warm welcome and thank you for your interest in joining our Smallthorne family.



From the first time I visited and every day since, I have been greeted by the smiling faces of our wonderful, eager children. Not a day goes by without a child excitedly wanting to share their learning and talk about what they have been doing. They really do encapsulate the Smile, Strive and Shine motto of the school.

The staff at Smallthorne work tirelessly to make sure that each and every child is supported and nurtured to reach their potential and develop their own unique talents. It is delightful to see the relationships and care provided by such a dedicated team.

Every child deserves access to a world-class curriculum that allows them to grow, explore, question and understand. Our aim is to make sure that teaching and learning at Smallthorne allows children to grow spiritually, morally, culturally and intellectually. We want them to see themselves as empathetic, kind young people who have the ambition to see the world around them as a place full of opportunities. We are delighted to be part of the Character and Arts Foundation, and as such our children are able to participate in life-affirming and life-changing opportunities each term.



If you would like to be part of a vibrant, successful and happy school, committed to enhancing the experiences and chances of young people in Stoke- on-Trent, then we would love to hear from you.

Tina Steele
Principal, Smallthorne Academy

United by our values, we place children and young people at the heart of all we do.

City Learning Trust

City Learning Trust is a family of academies sharing resources and expertise: united by our values, we place children first in everything we do.

We believe in the power of collaboration and cooperation to unlock talent and fulfil potential. We want all children and young people within our Trust to be the best that they can be and are firmly committed to achieving our mission to create a world class education system for the communities we serve.

Children in the City Learning Trust have the best opportunities to develop their education and skills. Our mission is to provide the strongest start in life to enable our community to contribute in their own futures. We don't just want them to be employed, we want them to believe that they can change the world with their choices. There are no limits for any of our children as we inspire them to be lifelong learners and fully rounded citizens so they can adapt in an ever- changing world.

In our Trust, education is linked up from 3 to 19. Skills and qualifications are allied to an increasing understanding of the value of continuous learning and social responsibility as well as tolerance, understanding and compassion.

In recognition of our Professional Growth Package opportunities for children through the Character and Arts Foundation and our leadership programme we were awarded Multi Academy Trust of the year in December 2023.

Our values are important to us and guide the work we do:

Ambition: Our academies aim to unlock the potential for all learners to achieve their dreams, hopes and aspirations.

Cooperation: We value working together in teams, supporting each other, and sharing expertise and accountability to improve standards.

Commitment: Our academies are a family of Academies with a common bond, dedicated to the communities that they serve.

Creativity: We encourage innovation and the use of imagination and original ideas in all our Academies.

Leadership: We believe in listening to, inspiring and empowering our learning communities so that they can achieve their true potential.

Respect: We value all people and organisations abilities, qualities and achievements, and operate using the principles of equality, equity and solidarity.

The Trust is on a journey from Good to Great. Through cooperation and collaboration, we develop sustainable partnerships that will provide a legacy for tomorrow's generation. This enables our member academies to become greater than the sum total of their parts.

The City Learning Trust is a registered charity and a DfE sponsor. We have a range of strategic partners and work closely with a number of multi-academy trusts to raise standards.



Professional Growth at City Learning Trust

We don't have a traditional performance management model at City Learning Trust. Our World Class Framework sets out our ambition for a world-class workforce, and Professional Growth is central to how we work towards it.

Development is personal. What is useful for one colleague may not be useful for another, so we want people to have the flexibility to explore the areas that matter to their work, their interests and the children they work with. That means making time for professional learning, working with and learning from colleagues, and recognising that development can happen in many different ways.

The breadth of City Learning Trust creates opportunities too. We work with children and young people from 2 to 19, across a range of contexts, backgrounds and needs. There is expertise throughout the Trust and we want colleagues to be able to learn from it, share their own knowledge and make connections beyond their immediate role or setting.

Professional Growth can also take colleagues in directions beyond their day-to-day role. Enrichment is an important part of the experiences we provide for children and young people. Our Character & Arts Foundation, unique to City Learning Trust, creates further opportunities for colleagues to use their interests, knowledge and expertise in different ways.

Our World Class Framework gives us a shared direction, but Professional Growth recognises that there are many ways to get there. If there is something you want to learn, explore, share or develop that will improve children's learning, outcomes or experiences, we want to help you do it.

Working together

We believe we should always be enough and that we are better together.

Working at CLT can be demanding. We want people who take responsibility, respond well when the pressure is on and are prepared to get involved. But being professional also means recognising when you need support and being willing to accept it.

The same applies in the other direction. When you have the capacity, knowledge or experience to help someone else, we expect you to offer it. Across the Trust there is a wealth of expertise to draw on, and we are at our strongest when people share it freely.

Being Always Enough doesn't mean doing everything yourself. Being Better Together means knowing when to ask, when to offer and recognising that, at different times, we will all do both.

Benefits that make a difference

Our benefits package includes savings that can make a difference to everyday spending. Colleagues can access discounts at supermarkets and many well-known high street retailers, alongside discounted gym memberships and a range of other offers.

Our scheme's cashback card provides another way to save on everyday purchases and can often be used alongside existing retailer discounts. We also offer salary sacrifice schemes, including Cycle to Work and new and recycled technology schemes. Employees also have access to the Electric Car Scheme, too.



Health and wellbeing

Our enhanced Employee Assistance Programme provides confidential support 24 hours a day, 7 days a week.

We also provide access to a wider range of mental health and wellbeing support, including counselling and training. Support is there when colleagues need it, with clear routes to access it.

Having a voice

The people doing the work often know where things could work better, and we want them to tell us.

Colleagues have opportunities to share their views, suggest changes and help improve how we work across City Learning Trust. We value people who think about what they are doing, ask questions and speak up constructively.

Person Specification

Qualifications and Experience
Qualified Teacher Status - **essential**
Degree - **essential**
Successful teaching experience - **desirable**
Skills and Knowledge
Knowledge of effective teaching and learning strategies - **essential**
A good understanding of how children learn - **essential**
Ability to build effective working relationships with pupils and adults in the academy - **essential**
Ability to adapt teaching to meet pupils' needs - **essential**
Knowledge of effective behaviour management strategies - **essential**
Knowledge or guidance and requirements around safeguarding students - **essential**
Good ICT skills particularly using ICT to support learning - **desirable**
Personal Qualities
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy - **essential**
High expectations for pupils' attainment and progress - **essential**
Ability to work under pressure and prioritise effectively - **essential**
Commitment to maintaining confidentiality at all times - **essential**
Ability to work effectively as part of a team - **essential**

NOTE: This job description may be amended at any time in consultation with the post holder.

The City Learning Trust and Smallthorne Academy are committed to safeguarding our young people. All applicants and candidates will be subject to all relevant checks and procedures in accordance with our safeguarding policy.

City Learning Trust

Inspiring Outstanding Achievement